

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
IAFF 851  
AND  
THE CITIES OF EUGENE AND SPRINGFIELD**

**MOU #4 AGREEMENT CLARIFICATION**

This Memorandum of Understanding between IAFF Local 851 (Union) and the Cities of Eugene and Springfield on behalf of the Eugene Springfield Fire (Department) is for the purpose of memorializing the July 1, 2021 through June 30, 2024 agreement between the parties as it relates to dates of salary schedules.

Deleted language is ~~struck out~~; new language is in **bold**.

1. Article 19.1. Wages: c. Effective July 1, ~~2024~~ **2023**
2. Appendix A-5(a): IAFF Salary Schedule January 1, ~~2023~~ **2024** – June 30, 2024
3. Appendix A-5(b): IAFF Salary Schedule January 1, ~~2023~~ **2024**– June 30, 2024

Agreed to this 5<sup>th</sup> day of January, 2022.

For the Union

For the Department

*Mike Caven*  
Mike Caven (Jan 12, 2022 16:49 PST)

*Scott Cockrum*  
Scott Cockrum (Jan 5, 2022 17:27 PST)

Mike Caven, IAFF Local 851 President

Scott Cockrum, Interim Fire Chief ESFD